

**Office of Personnel Management**

**§ 532.217**

SIC 41 (except 412)	Local and suburban transit and inter-urban highway passenger transportation except taxicabs (SIC 412).
SIC 42	Motor freight transportation and warehousing.
SIC 45	Transportation by air.
SIC 48	Communication.
SIC 49	Electric, gas, and sanitary services.
Wholesale Trade	
SIC 50	Wholesale trade—durable goods.
SIC 51	Wholesale trade—non-durable goods.

(b) A lead agency may add other industry classes to a regular survey in an area where these industries account for significant proportions of local private employment of the kinds and levels found in local Federal employment.

(c) Specifically excluded from all wage surveys for regular wage schedules are food service and laundry establishments and industries having peculiar employment conditions that directly affect the wage rates paid and that are the basis for special wage surveys.

[55 FR 46142, Nov. 1, 1990]

**§ 532.215 Establishments included in regular appropriated fund surveys.**

(a) All establishments having a total employment of 50 or more employees in the prescribed industries within a survey area shall be included within the survey universe. On rare occasions and as an exception to the rule, OPM may authorize lower minimum size levels based on a recommendation of the lead agency for the wage area.

(b) Establishments to be covered in surveys shall be selected under standard probability sample selection procedures. In areas with relatively few establishments, surveys shall cover all establishments within the prescribed industry and size groups.

(c) A lead agency may not delete from a survey an establishment properly included in an establishment list drawn under statistical sampling procedures.

[55 FR 46142, Nov. 1, 1990]

**§ 532.217 Appropriated fund survey jobs.**

(a) A lead agency shall survey the following required jobs:

Job title	Job grade
Janitor (Light)	1
Janitor (Heavy)	2
Material Handler	2
Maintenance Laborer	3
Packer	4
Warehouse Worker	5
Forklift Operator	5
Material Handling Equipment Operator	5
Truckdriver (Medium)	6
Truckdriver (Heavy)	7
Machine Tool Operator II	8
Machine Tool Operator I	9
Carpenter	9
Electrician	10
Automotive Mechanic	10
Sheet Metal Mechanic	10
Pipefitter	10
Welder	10
Machinist	10
Electronics Mechanic	11
Toolmaker	13

(b) A lead agency may not omit a required survey job from a regular scheduled wage survey.

(c) A lead agency may survey the following jobs on an optional basis:

Job title	Job grade
Aircraft Structures Assembler B	7
Aircraft Structures Assembler A	9
Aircraft Mechanic	10
Electrician, Ship	10
Pipefitter, Ship	10
Shipfitter	10
Shipwright	10
Machinist, Marine	10
Cable Splicer (Electric)	10
Electrical Lineman	10
Electrician (Powerplant)	10
Telephone Installer-Repairer	9
Central Office Repairer	11
Heavy Mobile Equipment Mechanic	10
Heavy Mobile Equipment Operator	10
Air Conditioning Mechanic	10
Rigger	10
Trailer Truck Driver	8
Tool Crib Attendant	6
Painter (Finish)	9
Light Vehicle Operator	5
Helper (Trades)	5
Boiler Plant Operator	10
Meat Cutter	8
Equipment Mechanic	10
Boom Crane Operator	9
Boom Crane Operator (Precision)	11
Tool and Parts Attendant	4
Painter (Rough)	7
Industrial Electronic Controls Repairer	10
Electronic Test Equipment Repairer	11
Electronic Computer Mechanic	11
Television Station Mechanic	11

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(d) A lead agency may add the following survey jobs to the survey when the Hospital industry is included in the survey:

Job title	Job grade
Laundry Worker .....	1
Food Service Worker .....	2
Cook .....	8

(e) A lead agency must obtain prior approval of OPM to add a job not authorized under paragraph (a), (c), or (d) of this section.

[55 FR 46142, Nov. 1, 1990, as amended at 64 FR 69183, Dec. 10, 1999]

**§ 532.219 Criteria for establishing non-appropriated fund wage areas.**

(a) Each wage area shall consist of one or more survey areas along with nonsurvey areas, if any, having non-appropriated fund employees.

(1) *Survey area:* A survey area is composed of the counties, parishes, cities, or townships in which survey data are collected.

(2) *Nonsurvey area:* Nonsurvey counties, parishes, or townships may be combined with the survey area to form the wage area through consideration of the criteria in paragraph (c) of this section.

(b) Wage areas shall be established when:

(1) There is a minimum of 26 NAF wage employees in the survey area and local activities have the capability to do the survey; and

(2) There is within the survey area a minimum of 1,800 private enterprise employees in establishments within survey specifications.

(c)(1) Two or more counties may be combined to constitute a single wage area through consideration of:

(i) Proximity of largest activity in each county;

(ii) Transportation facilities and commuting patterns; and

(iii) Similarities of the counties in:

(A) Overall population;

(B) Private employment in major industry categories; and

(C) Kinds and sizes of private industrial establishments.

(2) Generally, the criteria listed in paragraph (c)(1) of this section are considered in the order listed.

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(d) The nonappropriated fund wage and survey area definitions are set out as appendix D to this subpart and are incorporated in and made part of this section.

[55 FR 46143, Nov. 1, 1990, as amended at 57 FR 29783, July 7, 1992]

**§ 532.221 Industries included in regular nonappropriated fund surveys.**

(a) Industries in the following Standard Industrial Classifications (SIC) shall be included in all wage surveys for regular wage schedules:

SIC	Title
<b>Wholesale:</b>	
5013 .....	Motor vehicle supplies and new parts.
5122 .....	Drugs, drug proprietaries, and druggists' sundries.
5198 .....	Paints, varnishes, and supplies.
5131 .....	Piece goods and notions.
5136 .....	Men's and boys' clothing and furnishings.
5137 .....	Women's children's and infants clothing and accessories.
5139 .....	Footwear.
5145 .....	Confectionery.
5064 .....	Electrical appliances, television and radio sets.
5065 .....	Electrical parts and equipment.
5072 .....	Hardware.
5171 .....	Petroleum bulk stations and terminals.
5172 .....	Petroleum and petroleum products wholesalers, except bulk stations and terminals.
5194 .....	Tobacco and tobacco products.
5111 .....	Printing and writing paper.
5112 .....	Stationery supplies.
5113 .....	Industrial and personal service paper.
5021 .....	Furniture.
5023 .....	Home furnishings.
5091 .....	Sporting and recreational goods and supplies.
5092 .....	Toys and hobby goods and supplies.
5043 .....	Photographic equipment and supplies.
5094 .....	Jewelry, watches, diamonds, and other precious stones.
5099 .....	Durable goods not elsewhere classified.
5159 .....	Farm-product raw materials not elsewhere classified.
5191 .....	Farm supplies.
5192 .....	Books, periodicals, and newspapers.
5193 .....	Flowers and florists' supplies.
5199 .....	Nondurable goods not elsewhere classified.
<b>Retail:</b>	
5311 .....	Department stores.
5331 .....	Variety stores.
5962 .....	Automatic merchandising machine operators.
5541 .....	Gasoline service stations.
5812 .....	Eating places.
5813 .....	Drinking places (alcoholic beverages).